

Background

The current personnel system was designed in the late 1940s to maintain governmentwide consistency for jobs that were very similar and based on the principle of same pay for the same job, without regard for the level of performance. Today's workforce is far less uniform than it was 50+ years ago. Federal employees perform a wide range of roles, at different proficiency levels.

Agencies need the ability to manage, develop and reward employees as the professionals they are.